



# CIVILIAN PERSONNEL TOPICS

## West HR Conference Brief

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# Current Issues

Military  
to  
civilian  
conversion

Drug  
Testing

Civilian  
Hires vs.  
Contracting

3 Rs

Medical Equipment Repairer Review  
Civilian Organization Division

Workforce  
Analysis

GWOT

NSPS

Medical  
Equipment  
Repairer  
Review

VERA/  
VSIP

Balanced  
Scorecard

Civilian  
Tuition  
Assistance  
(CTA)

Title  
38/OPM  
Delegate  
d  
Authoriti

TEAM

DHA

A-  
76

Title  
10

Experts &  
Consultants

TRICARE  
reorganizati  
on

Classificati  
on  
(DCA)



# Civilian Personnel Topics

- **Legislative Initiatives**
  - Direct Hire Authority (DHA)
  - Title 10 Civilian Personnel System
  - Title 38 Pay Authorities
- **Other MEDCOM Initiatives**
  - Drug Testing Implementation
  - Tuition Assistance Initiative
  - Transition Employment Assistance
  - Global War on Terrorism
- **Other Topics of Interest**
  - CPD Staff Directory



# Legislative Initiatives

- **Direct Hire Authority (DHA)**
  - Used to fill over 1600 vacancies (thru Aug 04)
  - OPM DHA includes LVN/LPN but requires announcement
  - FY05 Appropriations language in place, expansion request includes DHA for LVN/LPN and others
    - Rollover language in both House & Senate versions
    - FY05 Appropriations Act passed
  - FY05 Authorization language drafted to request same expansion
    - Not supported by OPM
  - FY06 ULB proposal submitted
    - Not sponsored by DoD
- **Title 10 Personnel System**
  - Amendment to Title 10 to put medicals in excepted service with relief from Title 5 personnel system and provide VA-like authorities
  - MEDCOM involved in Tri-Service task force with OSD
  - Overcome by new DoD personnel system (NSPS)



# Legislative Initiatives

- **Title 38 Pay Authorities**
  - Affect Premium Pay rates
    - On Call Pay (10% hourly rate)
    - Overtime (150% hourly rate)
    - Holiday (200% hourly rate for ALL overtime hours including overtime worked on a holiday)
    - Tour Differential (10% of hourly rate paid for entire shift if more than 4 hours of shift worked between 1800-0600)
    - Weekend Differential (25% of hour rate for Sat and Sun hours)
    - Head Nurse Pay (2 step increment above basic pay)
  - Projected Implementation – 31 October 2004



# Premium Pay Comparison

Premium Pay	Title 5	Title 38
<b>On-Call</b>	Not authorized.	Eligible employees officially scheduled to be on-call get 10% of hourly rate of overtime pay for each hour of on-call duty.
<b>Overtime Work</b>	150% of hourly rate of basic pay, capped at the greater of the employee's hourly rate of basic pay or the GS10/Step 1 overtime rate.	Eligible employees working approved overtime get <b>150% of hourly rate of basic pay</b> .
<b>Weekend Differentia</b>	25% of hourly rate of basic pay for the entire <b>non-overtime</b> tour between midnight Saturday and midnight Sunday.	25% of hourly rate of basic pay for hours worked between midnight Friday and midnight Sunday. The rate is applied to the entire tour, <b>including overtime</b>
<b>Tour Differentia</b>	10% of hourly rate of basic pay for hours worked between 6pm and 6am.	10% hourly rate is applied to entire tour if at least 4 hours are worked between 6pm and 6am
<b>Holiday Pay</b>	Double the hourly rate of basic pay for all overtime hours worked on a holiday.	Double hourly rate of basic pay for all hours worked on a holiday, including overtime hours.



# Title 38 Premium Pay



## DoD Eligibility by Occupation

Medical Occupation / Eligibility	DoD T38 On-Call	DoD T38 Overtime	DoD T38 Tour Differential	DoD T38 Sat/Sun Pay	DoD T38 Baylor Plan	DoD T38 MD/DD Special Pay
<b>Physician</b>						YES
<b>Dentist</b>						YES
<b>RN</b>	YES	YES	YES	YES	YES	
<b>Expanded Function Dental Aux</b>	YES	YES	YES	YES		
<b>Physician Assistant</b>	YES	YES	YES	YES		
<b>LPN</b>	YES			YES		
<b>Occupational Therapist</b>	YES			YES		
<b>Pharmacist</b>	YES			YES		
<b>Physical Therapist</b>	YES			YES		
<b>Respiratory Therapist</b>	YES			YES		
<b>Clinical or Counseling Psychologist</b>	YES			YES		

### Pending Future Delegation:

Baylor Plan

Special Pay for Physicians and Dentists



# MEDCOM

# Random Drug Testing



The timeline chart illustrates the sequential phases of the process:

- PHASE I** (Oct0 to Nov0): Preparation, TSG Memo.
- PHASE II** (Nov0 to Jan04): Publish LOI, Coordinate CPACs and local tasks, Identify Test Designated Positions.
- PHASE III** (Jan04 to Feb0): Finalize I&I Bargaining, Notify Workforce, Finalize Any Additional Tasks.
- PHASE IV** (Feb0 to May0): Implement Drug Testing.

- MEDCOM request to include certain medical occupations as testing designating positions submitted May 2001
  - Covers approx. 10,000 direct patient care civilian employees in the following occupations: Physicians, Physicians Assts, RNs, LPNs, Nursing Assts, Physical Therapists, Health Technicians, Nuclear Med Technicians, Medical Technicians, Diagnostic Radiological Techs, Therapeutic Radiological Techs, Medical Instrument Techs, Pharmacists, Pharmacy Techs, Podiatrists, Dentists, Dental Techs and Dental Hygienists
  - Final OSD/Army approval received 7 Aug 03; Target implementation NLT 1 Apr 04
  - HQDA labor relations guidance issued 26 Sep 03 and MEDCOM guidance issued 10 Oct 03
  - MEDCOM Letter of Instruction (LOI) issued 24 Oct 03
  - Monthly RMC reports track progress.
  - Overall, 83% of MEDCOM activities have started drug testing as of 1 May 04; 92% as of 1 July 04
    - 98% of MEDCOM facilities have completed labor negotiations.
    - Management designation of specific positions to be tested is 100% completed.
    - Notification of workforce is 99% completed.

# MEDCOM Civilian Personnel Division



# Global War on Terrorism

- Established toll-free number 1-800-633-3646
  - Received over 1600 calls
- CPOL, MEDCOM & USAJOBS Website
  - <http://cpolwapp.belvoir.army.mil/medcom-gwot/>
  - <http://civpers.amedd.army.mil>
  - <http://www.usajobs.opm.gov/>
- 12 GWOT job announcements
  - Medical Officer
  - Physician Assistant
  - Registered Nurse & LPN
  - Pharmacist
  - Podiatrist
  - Audiologist/Speech Pathologist
  - Dentist
  - Dental Assistant
  - Dental Hygienist
  - Dental Lab Technician
- 770 Resumes sent to Managers



# Other MEDCOM Civilian Personnel Initiatives

- **Transition Employment Assistance for MEDCOM/AMEDD (TEAM)**
  - TEAM is a MEDCOM developed program designed to assist family members of military or civilian employees to continue their employment or gain new employment as they accompany their sponsors to new assignments
  - This is the first program of its kind that benefits both military and civilians
  - To be eligible, either the family member or sponsor must be affiliated with the Army Medical Command (MEDCOM) or the Army Medical Department (AMEDD)
  - TEAM alerts supervisors and provides resumes of incoming family members for possible placement at the new duty location



# About TEAM

- **Alerts supervisors at new post of incoming family members**
- **Allows activities to plan budget and staff**
- **Minimizes stress related to job placement**
- **Provides a fast source of candidates to fill jobs**
- **Allows supervisors to offer jobs before arrival at new posts**
- **Supports wellness program; well-being and readiness of our soldiers.**
- **TEAM**
  - Is not a mandatory placement program
  - Is not an exception to mandatory placement programs
  - Does not create PCS entitlements nor return rights
- **58% of TEAM registrants have had job offers**



# Other MEDCOM Civilian Personnel Initiatives

## • Civilian Tuition Assistance

- Army Business Initiative Council (BIC) proposal
- Central Funding requested to improve morale and enhance skills in medical occupations through funding education outside the workplace and after work hours
- \$5,000 limit per year, per employee
- 3:1 service obligation
- Includes all medical occupations, 31% of which are nursing (RN, LVN/LPN, Nurse Assistant)
- Briefed both DoD/Army BIC
  - Waiting on legal decision on “color of money” issues



# MEDCOM CPD Staff Directory

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